

Alternative Process Agreement

Alternative resolution is a voluntary process within Rutgers University's *Student Policy Prohibiting Sexual Harassment, Sexual Violence, Relationship Violence, Stalking, and Related Misconduct* ("*Sexual Misconduct Policy*"). By fully participating in this process Respondent will not be charged with a violation of the *Sexual Misconduct Policy*. The alternative process is designed to address the prohibited conduct, prevent its recurrence, and remedy its effects in a manner that meets the needs of Complainant while educating Respondent.

The alternative process will only be used at the request and agreement of both Complainant and Respondent and under the direction of the Office of Student Affairs Compliance and Title IX ("Title IX Office"). In order for the alternative process to be appropriate, both parties must have an understanding and agree on the necessary elements of the process. Please read through the following elements:

- Participation in this process is voluntary and Complainant, Respondent, or Title IX Office can choose to end the process at any time;
- Complainant and Respondent must agree to all recommendations laid out in this agreement or the alternative process ends;
- Information documented during this process can be subpoenaed if a criminal or civil investigation is initiated;
- Participation in this process does not constitute a responsible finding of a policy violation and therefore is not reflected on a student's disciplinary record;
- If Respondent is documented and found responsible for any violations in the future, this agreement can only be used in the sanctioning phase; and
- This is a 3 part process which is outlined in more detail on subsequent pages;
- Complainant or Respondent may be charged with *Failure to Comply with University Officials* under the *Student Code of Conduct* for failure to meet the requirements laid out in this agreement.

The Title IX Office has reviewed information related to this incident and the proposed resolution actions submitted by Complainant and has determined that the components outlined are appropriate and reasonable. The next page sets forth the actions that are required to be completed to satisfy the alternative process.

Step 1: Initial Meeting

Within 7 business days of signing this agreement, Respondent will be required to schedule a one-on-one meeting with a staff member in the Office of Violence Prevention and Victim Assistance (“VPVA”). The purpose of this meeting is to get to know one another, discuss the incident at hand, and prepare Respondent for the upcoming resolution activities.

Step 2: Resolution Activities

☐ Restorative Justice Conference

Restorative justice (RJ) is a philosophical approach that embraces the reparation of harm. A central practice of restorative justice is a collaborative decision-making process that includes harmed parties, people who caused harm, and others to seek a resolution that includes: (a) accepting and acknowledging responsibility for harmful behavior, (b) repairing the harm caused to individuals and the community, and (c) working to rebuild trust by showing understanding of the harm, addressing personal issues, and building positive social connections.

☐ Impact Statement Discussion

The Complainant will submit an impact statement that will be read aloud in an individual meeting between the Respondent and a VPVA staff member. The impact statement will discuss all ways in which the Complainant has been impacted by this incident. The Respondent will have an opportunity at the end of the meeting to provide a response to this letter. A summary of the information discussed during this meeting will be shared with the Complainant.

☐ Six- Part Behavioral Integrity Program

This group, designed specifically for men, consists of six psychosocial educational sessions focused on behavior and attitudes empirically linked to sexual violence. Our objective is to encourage change to participant attitudes and behavior by providing information, facilitating discussion and activities. Topics covered include consent, gender roles, trauma and sexual violence. Participants must attend all six sessions over a designated six-week period while also completing reflection and writing assignments. Upon completion of sessions, the group facilitators will conduct an exit interview with each participant.

☐ No Contact Directive

This is an official directive from Rutgers University that serves as notice to an individual that they must not have verbal, electronic, written, or third party communications with another individual. Both parties would be issued the directive and a discussion regarding retaliation would occur with both parties. Please note that No Contact Directives would be lifted for the duration of an active restorative justice process.



Two-Part Workshop Series

Part 1

☐ **Building Healthy Relationships**

Everyone deserves to have happy and healthy intimate relationships; but not every relationship is one. In this 45 minute workshop, participants will discuss the components to healthy relationships. It will include exercises to help participants think about their own communication style and also explore the dynamics that cause violence in intimate relationships.

Part 2 (VPVA will choose one or more)

☐ **Rolling with Rejection**

This 1 hour workshop will closely address the cognitive and emotional impact of rejection. Participants will explore what rejection does to us and the role that expectations and entitlement plays. Alternative perspectives for coping with rejection and identifying prosocial behaviors will be explored.

☐ **Consent Workshop**

This 45 minute program will explore the definition of consent and how we give and receive consent in sexual situations. What does consent look and sound like? Participants will explore the components of consent in their own relationships. This program will also address the dynamics of sexual violence in our community.

☐ **Identity and Oppression**

This workshop identifies and analyzes how systemic oppression from outside sources has created unhealthy dynamics, cultural norms, and violence from both outside and within marginalized communities. We will share personal experiences and foster unity as a way to change the norm for the future and break generational patterns. This workshop is specifically intended for communities of color, LGBTQ+ students, those from intersecting identities, and folks from historically marginalized communities.

☐ **Relationships in the Digital Age**

This workshop covers how the quickly advancing digital era has changed and altered the way we navigate relationships, intimacy and our daily lives. While the advancement of technology is important and inevitable, the misuse of online technology (social media, phones, etc.) can contribute as a tool within unhealthy and abusive relationships. This workshop will explore healthy, unhealthy and abusive uses of online technology with dating and relationships, along with understanding how to balance wellness and mindfulness within this digital and online era.

☐ **Let's Talk About It**

This 1 hour program focuses on uncovering the toxicity of our current construct of masculinity. Participants will consider the damage toxic masculinity has on our male-identified bodies and others around us. After increasing the understanding of toxic masculinity, participants will work together in redefining a new and healthy construct.

☐ **Neurobiology of Sexual Assault Webinar**

This is an educational webinar presented by the United States Department of Justice. This presentation will discuss the research on the neurobiology of trauma and the criminal justice system response to sexual assault, as well as the underlying neurobiology of traumatic events, and its emotional and physical manifestation. The webinar is free of charge and can be accessed through the following link: [Neurobiology of Sexual Assault Webinar](#).

☐ **Alcohol Education Session**

This 1 hour workshop is focused on alcohol education and understanding the impact of consumption levels on a persons' decision making ability. The Respondent will schedule a meeting with a Health Outreach, Promotion, and Education ("HOPE") staff member, who will host the individualized workshop.

☐ **Alcohol and Other Drug Assistance Program (ADAP)**

This assessment typically consists of two meetings. During your assessment, you will work with a counselor to identify elements of risk in your decision-making regarding alcohol and/or other drugs, develop strategic alternatives to consuming alcohol and/or other drugs in social situations, and recognize high-risk behaviors regarding substance abuse. You must then abide by whatever treatment recommendations are made by the person conducting your assessment.

☐ **Counseling**

Agreement to attend at least one counseling meeting at CAPS, a free and confidential resource for all Rutgers students.

☐ **Other (write on a separate page)**

Any additional options proposed by either the Complainant or Respondent and approved by the Title IX Office.

Step 3: Summative Meeting

Within 7 business days of completing the above activities, Respondent will meet with a Title IX staff member. The purpose of this meeting is to discuss Respondent's reactions to the activities, the overall learning that took place as a result, and the possible impact it has had on Respondent's understanding of the current situation, as well as future behavior. After this meeting, the Title IX Office will determine if all of the requirements have been fulfilled.

By signing below, I indicate that I understand the requirements that must be completed for the alternative process of the *Sexual Misconduct Policy* to be satisfied, and I also agree to complete the activities set forth above. I understand and acknowledge that if I fail to complete the activities set forth above, I may be charged with *Failure to Comply with University Officials* under the *Student Code of Conduct*.

Complainant's Printed Name

Complainant's Signature

Date

Respondent's Printed Name

Respondent's Signature

Date

Title IX Staff Member's Name

Title IX Staff Member's Signature

Date